

ABSTRACT

MEDIATION OF WORK DISCIPLINE ON JOB SATISFACTION ON THE PERFORMANCE OF TANJUNG REJO PUSKESMAS EMPLOYEES, WAY KANAN DISTRICT

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The problem of not optimal performance of health workers in serving patients has been stated by the World Health Organization (WHO) that the performance of health workers in the world is not optimal. Based on the results of observations, the researchers found that the performance of health services at the Tanjung Rejo Health Center was relatively low.

The results of the pre-survey in this study aim to analyze the effect of Job Satisfaction (X) on Performance (Y), Job Satisfaction on Work Discipline (Z), Work Discipline on Performance, and Job Satisfaction on Performance through Work Discipline as a mediating variable at the Tanjung Rejo Health Center.

The type of research used is quantitative research, with a population of 37 people, the authors take 100% of the existing population as a sample. Data collection techniques used are questionnaires, observation and interviews. With the instrument test, namely, the validity test of the significance level ≤ 5 , the reliability test of the Croanbrach Alpha value > 0.6 . Descriptive and quantitative data analysis using simple regression analysis and sobel test.

Job Satisfaction (X) has no significant negative effect with a low influence value on Employee Performance (Y). The regression coefficient value is -0.010 and the significance value is 0.935 $>$ the significance level is 0.050. R-Square 0.134 or 13.4% influence between X and Y. Job satisfaction (X) has a significant positive effect with a large influence on work

discipline (Z). The regression coefficient value is 0.426 and the significance value is $0.000 < 0.050$ significance level. R-Square of 0.470 or 47% influence between X and Z. Work Discipline (Z) has an insignificant positive effect with a low influence value on Employee Performance (Y). The regression coefficient value is 0.345, a significance of $0.094 > 0.050$ significance level. R-Square of 0.137 or 13.7% influence between Z and Y. From the Sobel test it is concluded that Job Satisfaction (X) can have a direct effect on Employee Performance (Y) through Work Discipline (Z) as a mediating variable. The results of this Sobel test showed that the calculated t value was 9.733, where this value was greater than the t table value with a significance level of 0.05, which was 2.030.

Keywords: Job Satisfaction, Work Discipline, Employee Performance, Health Workers, Mediation Variables.